

## Message Text

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PAGE 01 SAN SA 01637 01 OF 03 121716Z  
ACTION ARA-10

INFO OCT-01 ISO-00 ARAE-00 SS-15 SP-02 PER-01 SIG-01  
A-01 MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W  
-----121801Z 039542 /44  
P 112315Z APR 77  
FM AMEMBASSY SAN SALVADOR  
TO SECSTATE WASHDC PRIORITY 3941

C O N F I D E N T I A L SECTION 1 OF 3 SAN SALVADOR 1637

STADIS////////////////////////////////

E.O. 11652: GDS  
TAGS: AMGT, PFOR, ES  
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PART II AND  
III

REFS: (A) CERP 0001, (B) STATE 38356, (C) STATE 45461

PART II

A. STATE 1. AS WE SEE THEM, STATE DEPARTMENT FUNCTIONS WHICH SUPPORT  
ACCOMPLISHMENT OF OVERALL US OBJECTIVES, ARE THE FOLLOWING:

1. REPORTING AND ASSESSMENTS
2. NEGOTIATIONS AND REPRESENTATIONS
3. ADMINISTRATIVE SUPPORT
4. ENTERTAINMENT
5. PROGRAM DIRECTION AND INTEGRATION

2. THE EMBASSY SUPPORTS A REGIONAL SECURITY OFFICER, WHO HAS  
RESPONSIBILITY ALSO IN MANAGUA AND TEGUCIGALPA, AND WHO  
SERVES AS POST SECURITY OFFICER WHEN PRESENT IN SAN SALVADOR.  
IT ALSO PROVIDES HOUSEKEEPING SERVICES FOR A ROTATING  
CONSULAR OFFICER WHO IS AVAILABLE FROM TIME TO TIME TO  
ASSIST THE CONSULAR SECTION. IT DEPENDS ON REGIONAL POSITIONS  
IN OTHER POSTS AND IN THE DEPARTMENT FOR SOME SUPPORT,  
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ESPECIALLY THE REGIONAL MEDICAL OFFICER IN PANAMA.  
3. WE RECOMMEND THAT ALL REPORTING, ASSESSMENT, NEGOTIATION AND  
REPRESENTATION FUNCTIONS FOR ALL AGENCIES, INCLUDING  
BIOGRAPHIC, AND OTHER INTELLIGENCE FUNCTIONS, EXCEPT  
THAT ASSOCIATED WITH DAY-TO-DAY PROGRAM ACTIVITIES, BE PLACED  
IN ONE SECTION. TO THIS JOINT REPORTS AND ASSESSMENTS SECTION  
SHOULD BE ASSIGNED OR ATTACHED THE DEFENSE ATTACHE AND HIS OFFICE,

THE AGRICULTURAL ATTACHE (WHOSE FUNCTIONS HERE ARE MAINLY REPORTING RATHER THAN SALES) AND AN AID ECONOMIC OFFICER. THE SECTION WOULD BE HEADED BY AN FSO-2 OR FSO-3 (EITHER A POLITICAL OR ECONOMIC OFFICER) AND WOULD INCLUDE ONE OR TWO STATE SECRETARIES, THE AGRICULTURE DEPARTMENT LOCAL PROFESSIONAL AND SECRETARY, AN FSO-5 (POLITICAL IF THE SECTION CHIEF IS ECONOMIC, AND VICE VERSA), AND A JUNIOR POLITICAL OFFICER, FSO-7, WHO WOULD BE LABOR PROGRAM OFFICER FOR ANY AIFLD PROGRAMS IN COUNTRY. IF THOSE PROGRAMS ARE INCREASED WITH CONCURRENCE OF THE INCOMING ADMINISTRATION IN EL SALVADOR, THE FSO-5 (OR IN HIS PLACE AN FSO-4) COULD BE THE LABOR ATTACHE AND LABOR PROGRAM OFFICER. UPON DEPARTURE OF THE PRESENT CHIEF OF THE POLITICAL SECTION THIS SUMMER WE WOULD PUT THE PRESENT ECONOMIC SECTION CHIEF IN CHARGE OF THE NEW SECTION FOR THE REST OF HIS TOUR. THUS THE PRESENT SECTION CHIEF SHOULD BE REPLACED WITH AN FSO-5. WE BELIEVE EFFECTIVE AND COORDINATED REPORTED, ASSESSMENT, AND NEGOTIATIONS ACTIVITY WILL RESULT TO THE BENEFIT OF OUR OVERALL INTERESTS AND OBJECTIVES. EARLY DEPARTMENT APPROVAL WITH CONCURRENCE OF DOD AND DOA OF THIS CHANGE IS REQUESTED SO THAT ADVANTAGE CAN BE TAKEN OF THE PERSONNEL CHANGES COMING UP THIS SUMMER.

4. THE COMMERCIAL SECTION, PRESENTLY UNDER THE ECONOMIC SECTION, SHOULD BE SET UP AS A SEPARATE INDEPENDENT SECTION AND CONTINUE TO PERFORM THOSE FUNCTIONS RELATED TO "US ECONOMIC PROSPERITY" WHICH HAVE BEEN TRADITIONAL.

5. RECENT CHANGES IN THE IMMIGRATION LAWS FOR THE WESTERN HEMISPHERE HAVE RESULTED IN APPROVAL OF TWO ADDITIONAL LOCAL POSITIONS

AND ONE ADDITIONAL US OFFICER POSITION FOR THE CONSULAR SECTION, THE LATTER NOT YET FILLED. WHEN IT IS FILLED, THE EMBASSY WOULD

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CONTINUE TO HOST THE ROTATIONAL OFFICER IF THE DEPARTMENT SO DESIRES BUT WILL NOT DEPEND ON HIS (OR HER) SERVICES BECAUSE OF THE ERRATIC AND UNPREDICTABLE PERIODS THAT OFFICER CAN ASSIST IN SAN SALVADOR. THE CONSULAR SECTION REQUIRES FOUR FULL TIME OFFICERS AND ANY ROTATING OFFICER WILL HAVE TO BE IN ADDITION. THE AGGRAVATING PROBLEM OF THE PUBLIC RELATIONS OF THE CONSULAR SECTION, ADDRESSED BY THE AMBASSADOR IN HIS OVERVIEW, IS ONE THAT WITH PRESENT PERSONNEL THE EMBASSY HAS BEEN UNABLE TO OVERCOME. EARLY TRANSFER OF SOME PERSONNEL MAY BE ADVISABLE, A MATTER WE PLAN TO TAKE UP DURING NEXT POST INSPECTION IF NOT RESOLVED SOONER.

6. THE PRESENT JOINT ADMINISTRATIVE SECTION SHOULD CONTINUE AS IS, WITH EMPHASIS ON BALANCED SUPPORT TO ALL PARTICIPATING AGENCIES.

7 COORDINATION OF OFFICIAL ENTERTAINMENT OF ALL AGENCIES WILL BE CENTRALIZED IN THE EXECUTIVE OFFICE.

B. OTHER AGENCY PROGRAMS

1. COOPERATION OF OTHER AGENCIES WOULD BE NECESSARY IN ESTABLISHING A JOINT REPORTS AND ASSESSMENTS SECTION. WE

WOULD PREFER A STRAIGHT LINE RATHER THAN DOTTED LINE  
ARRANGEMENT FOR OTHER AGENCY PARTICIPATION, BUT IN ANY EVENT WOULD  
EXPECT ALL TO WORK TOGETHER UNDER THE DIRECTION OF THE SECTION  
CHIEF. REPRESENTATIVES OF THOSE AGENCIES WOULD NOT,  
HOWEVER, LOSE DIRECT ACCESS TO THE AMBASSADOR WHEN CONSIDERED  
IMPORTANT.

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INFO OCT-01 ISO-00 ARAE-00 SS-15 SP-02 PER-01 SIG-01  
A-01 MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W

-----121759Z 039562 /43

P 112315Z APR 77

FM AMEMBASSY SAN SALVADOR  
TO SECSTATE WASHDC PRIORITY 3942

C O N F I D E N T I A L SECTION 2 OF 3 SAN SALVADOR 1637

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2. ALONG WITH COORDINATION OF THE REPORTS, ASSESSMENT,  
NEGOTIATIONS AND REPRESENTATION FUNCTIONS, WE SEE A GREATER  
NEED FOR COORDINATION OF THE VARIOUS US PROGRAMS (AID, USIS,  
PC, MILGP, CONSULAR AND COMMERCIAL) AND PROJECTS (CARS, USDA/  
IAM, USDA/APHIS, AND IAGS) AMONG THEMSELVES AND WITH THE  
REPORTS AND ASSESSMENT FUNCTION. A STRONGER EFFORT WOULD BE  
MADE TO INTEGRATE ALONG FUNCTIONAL LINES (HORIZONTALLY) AS  
WELL AS AGENCY LINES (VERTICALLY). WE WOULD EXPECT ALL  
PROGRAM-JUSTIFYING ASSESSMENTS OF THESE AGENCIES TO BE DONE  
BY THE REPORTS SECTION OR AT LEAST BE COORDINATED WITH IT.
3. THE DCM, UNDER THE AMBASSADOR, WILL HAVE THE TASK OF  
"INTEGRATOR" OF THE REPORTS AND ASSESSMENTS FUNCTION, AND  
THE ADMINISTRATIVE SUPPORT FUNCTION, WITH ALL OTHER PROGRAMS  
AND PROJECTS.
4. WE SEE NEED FOR SOME INCREASE OF PERSONNEL FOR AID AND  
PEACE CORPS (SEE MISSION STAFFING CHARTS) BUT MODE  
CONSIDERATIONS HAVE NOT YET BEEN APPLIED. WE EXPECT THAT AGENCIES  
NOT YET REPRESENTED IN EL SALVADOR (SUCH AS DEA AND  
FBI) MAY ASK TO ESTABLISH OFFICES HERE. CURRENT PLANS ENVISAGE  
THE ESTABLISHMENT OF A STERILE MEDITERRANEAN FRUIT FLY FACILITY  
WITH TWO OFFICERS AND ONE LOCAL UNDER USDA/APHIS SOON AS PART  
OF A REGIONAL EFFORT. ALSO BY EARLY FY 79 THE USDA/IAM STERILE

MOSQUITO PROJECT SHOULD HAVE TERMINATED. LATER, IF WE  
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SHOULD MOVE MORE DEEPLY INTO THE ENVIRONMENTAL QUALITY FIELD  
ADDITIONAL CONSULTANT AND SPECIALISTS SERVICES ON TDY ALONG  
WITH ONE ASSIGNED OFFICER TO AID MAY BE NECESSARY.

5. AT THE PRESENT TIME, AID PROGRAMS GENERALLY SERVE US  
OBJECTIVES AS DESCRIBED IN PART I, ALTHOUGH WE ARE SOMETIMES  
DISTURBED BY THE FACT THAT RECENT INCREASES IN THE PROGRAMS  
APPARENTLY RESULTED NOT FROM AN ANALYSIS OF US INTERESTS IN EL  
SALVADOR BUT BECAUSE OF WINDFALL FUNDS FROM PROGRAMS  
TERMINATED ELSEWHERE. NEVERTHELESS, THE AID MISSION  
DIRECTOR HAS WISELY PROGRAMMED AID'S AVAILABLE FUNDS AND  
HAS BEEN ASSIDUOUS IN HIS OVERSIGHT FUNCTION. ALL PROGRAMS  
HAVE BEEN APPROVED, AS THEY HAVE BEEN PRESENTED, BY THE  
AMBASSADOR OR CHARGE. WE ANTICIPATE A BETTER COORDINATION ACROSS  
THE BOARD WITH MORE IN DEPTH ANALYSIS OF ALL WE ARE DOING,  
FOR INSTANCE, IN THE EDUCATION SECTOR. TO US THE COMING AND GOING  
OF TDY PERSONNEL SEEMS EXCESSIVE AND THE WORK OF CONTRACT PERSONNEL,  
ESPECIALLY ON WASHINGTON PROJECTS, SOMETIMES SEEMS TO AVOID OUR  
CONSIDERATION. THE OVERALL PROGRAM WOULD PROBABLY BE CUT CONSIDERABLY  
IF UNDER SEC 116 OF THE FOREIGN ASSISTANCE ACT ONLY  
ASSISTANCE DIRECTLY BENEFITTING THE NEEDY PEOPLE OF THE COUNTRY  
WERE CONTINUED. EXCEPT FOR POPULATION PROGRAMS US INTERESTS AND  
OBJECTIVES WOULD NOT BE SERIOUSLY AFFECTED BY SUCH A REDUCTION.  
6 PEACE CORPS PROGRAMS AT THE PRESENTLY HIGH LEVEL CERTAINLY  
BENEFIT THE PARTICIPANTS AS INTENDED. ALTHOUGH THERE IS SOME LOSS  
OF MOTION IN ASSIGNMENTS, FOR INSTANCE TO A UNIVERSITY WHILE  
CLOSED, THE DEVELOPMENT OBJECTIVES WHICH WE PERCEIVE AS NEXT IN  
IMPORTANCE TO THE IMPACT ON THE VOLUNTEERS THEMSELVES ARE  
FAIRLY WELL MET.  
7 EXCEPT FOR THE MILITARY GROUP WHICH IS DISCUSSED IN PART I,  
OTHER PROGRAMS AND PROJECTS GENERALLY UTILIZE THEIR RESOURCES  
WELL, ESPECIALLY USIS. WASHINGTON AGENCIES MUST, HOWEVER,  
BE THE BEST JUDGE OF THE PROJECTS IN THE HEALTH (HUMAN,  
ANIMAL AND PLANT) FIELDS, BUT WE INTEND TO TAKE A MORE CAREFUL  
COORDINATED LOOK AT WHAT IMPACT THE WORK OF THESE AGENCIES  
HAS ON THE LOCAL SCENE, E.G. MALARIA PROGRAMS.

C. C. MISSION STAFFING CHART - 1977

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READ IN 5 COLUMNS

COLUMN AGENCY FUNCTIONS; COLUMN AMERICAN OFFS; COLUMN 3 AMER  
STAFF; COLUMN FOUR FSL PROF; COLUMN 5 FSL STAFF

STATE:

EXECUTIVE; 2; 2; 0 3  
POLITICAL ; 2 1; 0; 0  
ECON/COML; 2; 1; 2; 1  
CONS (NOTE 1); 4; 0; 7; 2  
ADMIN (FAAS) NOTE 2); CORE 9 DAS 0; CORE 1 DAS 0; CORE 11 DAS 5;  
CORE18 DAS 12  
COMM; CORE (4) CAS (0); CORE (0) DAS (0) - -  
REGIONAL SECURITY RSO; (1); (1); (1); (0)  
OTHER AGENCIES:  
USIS; 3; 0; 2; 8  
USAID (NOTE 3); 21; 1; 13; 18;  
DATT; 2; 0; 1; 1;  
FAS; 1; 0; 1; 1;  
APHIS (USDA; 1; 0; - -  
CARS (USPHS CDC) 9; 0; - -  
PEACE CORPS; 3; 0; 5; 4  
IAGS (DOD; 1; -; 0; 0  
USMILGRP; 7; 2; 3; 0  
NOTE1. TOTAL INCLUDES 3FSL TEMPORARY POSITIONS AUTHORIZED  
BY STATE.  
NOTE2.GSO POSITION ENCUMBERED BY USAID EMPLOYEE COUNTED  
TWICE IN STATE ADMIN AND USAID STAFFING  
TOTALS.  
NOTE 3. TWO AID/2 W CSNTRAL COMPLEMENT IDI'S NOT COUNTED IN  
USAID TOTALS.

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A-01 MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02  
/067 W  
-----121802Z 039577 /43

P 112315Z APR 77  
FM AMEMBASSY SAN SALVADOR  
TO SECSTATE WASHDC PRIORITY 3943

C O N F I D E N T I A L SECTION 3 OF 3 SAN SALVADOR 1637

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MISSION STAFFING CHART - PROJECTED 1979 (READ  
IN 5 COLUMNS)  
AGENCY FUNCTIONS; AMERICAN OFFS; AMER STAFF; FSL PROF; FSL STAFF.

STATE

EXECUTIVE; 2; 2; 0; 3  
REPORTS; 3; 1; 0; 0;  
CMML; 1; 0; 2; 1  
CONS (NOTE 1); 4; 0; 7; 2  
ADMIN (FAAS)(NOTE 2); CORE 9 DAS 0; CORE 1 DAS 0; CORE 11 DAS 5; CORE  
18 DAS 12  
COMM; CORE (4) DAS (0); CORE 0 DAS 0; - -  
REGIONAL SECURITY RSO (1); (1); (1); (0)  
OTHER AGENCIES:  
USIS; 3; 0; 2; 9  
USAID 24; 1; 14; 18;  
DATT; 2; 0; 1; 0  
FAS; 1; 0; 1; 1;  
APHIS (USDA) ; 3; 0; - -  
IAM (USDA; 0; 0; - -  
CARS(USPHS CDC); 9; 0; - -  
IAGS (DOD); 1; - 0; 0  
USMILGRP 3; 0; 1; 1  
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NOTE 1. TOTAL INCLUDES 3 FSL TEMPORARY POSITIONS  
AUTHORIZED BY STATE.  
NOTE 2. GSO POSITION ENCUMBERED BY USAID EMPLOYEE COUNTED  
TWI IN STATE ADMIN AND USAID STAFFING TOTALS.

PART III

A. REPROGRAMMING

1. CONSOLIDATION OF ECONOMIC AND POLITICAL SECTIONS INTO A  
REPORTS AND ASSESSMENTS SECTION CAN BE REPROGRAMMED WITH  
RESOURCES AVAILABLE AT POST.  
2. NEED FOR A PROTOCOL AND SOCIAL SECRETARY/TRANSLATOR/LIBRARIAN  
FOR THE AMBASSADOR'S NEEDS AND TO ADMINISTER A BEEFED-UP  
LIBRARY OPERATION UNDER THE POST'S NEW TRAINING/EDUCATIO  
PROGRAM CAN BE MET BY PLACING THE AMBASSADOR'S GARDENER'S POSITION  
UNDER CONTRACT SERVICES.  
3. THE POST PLANS TO RECEIVE A JUNIOR OFFICER TRAINEE  
SCHEDULED TO ARRIVE AT POST IN SEPTEMBER AS OVERCOMPLIMENT.  
OPPORTUNITY WILL BE TAKEN WITH HER PRESENCE TO ROTATE AND TRAIN  
OTHER JUNIOR OFFICERS AT POST.

B. INCREASES/DECREASES

1. NO ADDITIONAL STATE DIRECT PROGRYM POSITIONS OR FUNDS  
ARE BEING REQUESTED BEYOND THE TWO FSL AND ONE AMERICAN  
POSITION FOR THE EXPANDED IMMIGRANT VISA WORKLOAD OF THE CONSULAR  
SECTION. SINCE THE ROVING CONSULAR OFFICER  
STATIONED IN SAN SALVADOR OCCUPIES A POSITION ASSIGNED TO SAN  
SALVADOR NO NET INCREASE IN AMERICAN POSITIONS IS ANTICIPATED.  
HOWEVER, IT IS UNDERSTOOD THAT WHE THE ADDITIONAL AMERICAN POSITION I  
N

THE CONSULAR SECTION IS FILLED THE POST WILL NO LONGER BE OBLIGED TO SHARE ONE OF THE AMERICAN POSITIONS ON A "ROVING" BASIS WITH OTHER ARA POSTS AT THE DISCRETION OF THE ARA BUREAU.

2. THE POST HAS REQUESTED AN INCREASE OF ONE POSITION IN ITS C&R STAFFING TO COMPENSATE FOR CHANGES IN THE WORKING ENVIRONMENT OF THE MISSION (SEE SAN SALVADOR 0816 AND 1487).

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THIS REQUIREMENT CANNOT BE MET BY REPROGRAMMING BECAUSE OF THE SPECIAL SKILLS INVOLVED. THIS NEW POSITION INITIALLY WOULD BE CLASSIFIED AS CORE UNDER FAAS PENDING TRANSFER TO STATE PROGRAM IN FY-78. NEED FOR ADDITIONAL ADMINISTRATIVE POSITIONS IS NOT ANTICIPATED, ALTHOUGH SOME REPROGRAMMING BETWEEN UNITS MAY BE REQUIRED TO MEET VARYING WORKLOAD.

C.

LOW PRIORITY POSITIONS

THE POST HAS 15 AMERICANS AND 12 LOCAL STATE DIRECT POSITIONS. ALL ARE CONSIDERED ESSENTIAL TO EXISTING REQUIREMENTS. ASSUMING AUTHORITY IS GRANTED TO COMBINE THE POLITICAL AND ECONOMIC SECTIONS INTO A REPORTS SECTION THE LOWEST PRIORITY POSITION WOULD BE ONE OF THE FOUR STATE DIRECT AMERICAN SECRETARY POSITIONS. THE DUTIES OF THIS POSITION IF LOST TO THE POST WOULD HAVE TO BE ABSORBED BY THE OTHER THREE AMERICAN SECRETARIES AND THE USE OF AMERICAN (PIT) AUTHORITY TO COVER LENGTHY ABSENCES OR GAPS IN ASSIGNMENTS. THE LOWEST PRIORITY LOCAL POSITION IS THAT OF THE AMBASSADOR'S GEUDNER WHICH WE WOULD HOPE TO USE FOR REPROGRAMMING AT POST (SEE PARA A ABOVE).

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## Message Attributes

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**Copy:** SINGLE  
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**Review Withdrawn Fields:** n/a  
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**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PART II AND III  
**TAGS:** AMGT, PFOR, ECRP, ES, US  
**To:** STATE  
**Type:** TE  
**vdkgvwkey:** odb://SAS/SAS.dbo.SAS\_Docs/b1b52fa7-c288-dd11-92da-001cc4696bcc  
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